SAP HR Real Time Scenarios

How can we create customer specific infotype? ie starts from 9000 – 9999. Need the navigation path. Please tell the full detail of this topic. How to create a HR infotype?

1) Go to Transaction PM01.
2) Enter the custom Infotype number which you want to create (Should be a 4 digit number, start with 9).
3) Select the `Employee Infotype' radio button.
4) Select the `PS Structure Infotype'.
5) Click on Create. A separate table maintenance window appears.
6) Create a PS structure with all the fields you want on the Infotype
7) Save and Activate the PS structure
8) Go back to the initial screen of PM01.
9) Click on `All' push button. It takes a few moments.
10) Click on `Technical Characteristics' . Infotype list screen appears
11) Click on `Change'(pencil) button
12) Select your Infotype and click on `Detail' (magnifying glass) button
13) Give `T591A' as subtype table
14) Give `T591S' as subtype txt tab
15) Give your subtype field as subtype field
16) Save and come back to PM01 initial screen
17) Click on `Infotype Characteristics' . Infotype list screen appears
18) Click on `Change' (pencil) button
19) Click on `New Entries'
20) Enter your Infotype number and short text
21) Here we have to set different Infotype Characteristics as per the requirement. (Better open another session with some standard Infotype's infotype characteristics screen and use as the reference to fill yours)
22) Save your entries.
23) Now the Infotype is created and ready to use.
24) If you want to change the layout of the Infotype as per your requirement.
25) In the PM01 initial screen.Select `Screen' radio button and give 2000 as the screen name, then click on edit.
26) In the next screen.. Select `Layout Editor' and click `Change'.
27) Screen default layout appears.here you can design/modify the screen.. change the attributes of the fields. etc.
28) Save and activate. (Don't forget to `Activate at every level)

I need to enter a field in the field selection in tcode /nS_AHR_61016362.

Field to be added – TXSTA – Filing Status table – P0210

I am facing T503 problem after assigning all personnel area, employee group, Company code, subgroups etc.

May Be You had not activated Employee Attributes.
You can see all the Details are available in Table T503 Goto sm 30 and select maintanance then select T503_C you see whether your p.area and p.s.area and E.group and E.S.Group are available are not if they are not available then you can assign there and save them

Do you know in OM -> copy plan version? Would copy plan version (Tcode:RE_RHCOPL00) also copying payroll RT, PA master data, user authorizations, Abap reporting, Abap queries and etc as well? Up to my understanding it should work only copy the OM's structure and objects (solely)... However for the rest of non OM/PD objects related and other HR modules, I have doubt on it. If this can be done, please advice HOW to go with?

This report is only for copying objects from one planversion to another planversion to keep updated structures.. ..Always only one plan version would be active which is current…. This report does not help to copy any masterdata.. .

Can anybody tell abt Assignment part of HR.i.e. how sap HR is assigned with other modules.

1) Technically Assignment will called as Integrations. these integrations r two types 1. With in the HR Module ie between submodules (PA : OM, PA : REC)
etc
plogi : plogi for integrating paln version
plogi : orga for integrating OM & PA
plogi : papli for integrating Recruitment & PA
See the Table: T77s0sc
2. With Other Modules ie (HR : FI)
T Code: T.CODE PC00_M99_CIPE
Path : wagetype->symbolic- >GL Code Assignment in the backend in both HR and FI system

Result Tables & Cumulative Result Tables

Tcode PAYPC_RESULT or PC00_M40_CLSTR.

How do I design the Indian Remuneration statement for the first time as the IN01 which is copied and renamed is showing blank.

After copying he IN01 form go into the form and click on the windows where you find so many entries to be made.

What actually happens in real time Recruitment?

Real Time in the sence of SAP or IT or Domain. You should have asked him the question, Ok it should be SAP for interview For SAP Consultant. Any company wants a sophisticated Work to be done and with more useful and accurate result even after spending more and more on EPR, So SAP Recruitment helps to Rect people of the client to get the exact people for not only their experiance , with also Educatonal , Exp, Skills, Past experiance and all reqd areas with out enering all the data of the requirement.
As in normal people has to sit on the requirement of he position and then shorlist all the applications, it also helps to know the internal employees to call for intvs and the best way of shorlisting is going for Profile Match Ups, and reruitment is useful for integration with all other modules for PD, PY also for relevant reports and up gradations.
Even rect modules will be able to send the recruiter a POP up saying the Position is vacant and it should be filled with requirement.

I got struck in PB10 initial entry screen. While assigning personnel officer by default its showing the standard one like APPL's admin group only. Its now accepting what I have created under PA define admin group and I assigned under define admn group also (PINCH).

Once you assign your administrator group under PINCH, please check whether you activated or not and also check your groupings.

Dynamic Action

Here, you control the initiation of actions when maintaining an infotype record. This can be the maintenance of an additional infotype record or performing a routine. For each action, you can determine whether it is always carried out when
you change an infotype or a subtype or whether it is only carried out if you change certain fields.
You can state whether the action is to be carried out for "Change", "Create" and/or "Delete" record. You can store the conditions for executing the action, for example, the comparison of the old and new value of a field. Finally, you can also specify default values for a record that is to be created.

Automatic Triggering/Populati ng of Infotypes When Certain nfotypes are Dynamically Maintained, Table = T5558Z

I am facing problem in PA40. While entering the inputs in Personal data in hiring action, I am having the field which is called ” CUIL/ CUIT” (Which it shows key field) . I do not know about this field and how to enter the data in this field. I would like to remove this field from personnel data. IIIly i am having one more field in Bank details in hiring action, I am having the field ” Bank Key ” I would like to know how to delete/ remove this field from the action, or else how to input the data in this field.

I don’t know how to remove this field. But I can suggest you can hide this field by using the following path. Not only this you can hide any field in your screens.
SPRO–>personnel management– >personnel administration- ->change screen modifications; HERE
Mod.pool—- —— MP000200
Screen ———— 2000
Feature—– ——- P0002
Variable key—– 29
Alt.screen– ——-2029
Next screen—— 0
Then execute details, in 011 — Q0002-CCUIL — Worker identification code — activate Hide checkbox.
You can use screen modifications and hide the field. after you hide it and save the settings, CCUIL will not be seen on the screen. Same procedure can be used for bank key too. for your information, the various field options are required field, optional field, hide etc.

Which time we have to consider while login time
1) swiping machine recorded time
2) System login time.

If an company is going for both the systems, first the company want to decided to go for swapping card system or system log in time, if you required the both, then you discuss with the time administrator to design for both, as per the company requirement the time administrator will decided.

Integrate SAP HR Admin to SAP SD module.

Integrate this using IT 0900 (Sales Data) so that person would be accessed in SD…

Q1.)when I tried to execute the personnel action hiring,it's giving a warning message as no infotypes found..Maintain infogroup / user group.I did the configuration properly and I also maintained a user group. Can anybody help me with detailed steps of maintaining feature

IGMOD.

Can you tell me what all settings you have done for Personnel actions?

A: 1) changed ur user group, if not change ur ugr and try it.
2) IMG-Pmgmt-p. admn- customizing procedures-actions. This is the path I followed. I chose user grp dependency for infogroup.I created my infogroup for hiring action, created my own user grp. I setup personnel actions, created reasons for personnel actions. in change action menu, in the menu category M,and for actions 01 ,I gave my hiring action.It says there are no infotypes maintained for reference user grp. when I execute the hiring action in PA40 it is giving warning message as no infotypes found.. Maintain infogroup / usergroup.I tried to maintain tables t588b, t588d and the feature IGMOD, but all my efforts had been futile, the problem is still persisting.unless I hire a person I cannot run payroll. Can anybody tell me how to maintain the tables,feature IgMOD to get rid of my problem.

Did you include the Infotype for your action. It seems like you have not included the Infotype for your hiring action

Q.2) how to create payroll area, pay scale types and levels for different employee group and subgroup

A: to create Payroll Area you need to go to PM-PA-Organisation Assignment - Create Payroll Area-Check Default Payroll Area
To create Payscale Type and Payscale Area u need to follow :
PM-PA-Payroll Data-Check Payscale type/ Check Payscale Area
Payscale Levels and groups are created while doing the step Revise Payscale groups and levels and Define Salary ranges.

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Q.4) Can any body explain me if client will talk about baseline configuration, what will come under it.& what necessary steps will require to upload the master data like how to prepare an excel & all.

Q.5) Can anyone help me How to restrict the U lines in a dynamic programming where we don't know how many columns are gonna come when we take a report ? ?

Q.6) I need to enter a field in the field selection in tcode /nS_AHR_61016362.
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Q.7) I am facing T503 problem after assigning all personnel area, employee group, Company code, subgroups etc.

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Q.9) need to delimit the wagetype (which are no longer useful) and remove it from the list of wagetypes.
Ex: in Infotype 0015, I have few wage types which are no longer used. I need to delimit them and remove from the list..

A: 1) Try V_T512Z
Q.10) Can anybody tell abt Assignment part of HR.i.e. how sap HR is assinged with other modules.

A: 1) Technically Assignment will called as Integrations. these integrations r two types
1. With in the HR Module ie between submodules (PA : OM, PA : REC) etc
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2. With Other Modules ie (HR : FI)
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Path : wagetype->symbolic- >GL Code Assignment in the backend in both HR
and FI system

Q.11) Result Tables & Cumulative Result Tables

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Q.12) how do I design the Indian Remuneration statement for the first time as the IN01 which is copied and renamed is showing blank.

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Q.14) iam trying to Upload Master data for 0000 (actions infotype) thro BDC in HR. .I am starting with Actions Infotype... i had done recording only for actions infotype thro PA30... Once i do the coding, while running the program, after updating the Actions infotype record, it goes directly to Org assinment (0001 infotype)... . But for 0001 i hav separate recording and program.... wat shud i do now ? ? Or Shud i do

the recording in PA40 for infotypes 0000, 0001 and 0002 combined together ? ?

A. Hope so u should have gone through PA40 inspite of going to pa30, Bcause Infotypes assigned to pa40 and pa30 will be in different way , from the Infotype menus which u have selected.

Q.15) I got struck in PB10 initial entry screen . > while assigning personnel officer by default its showing the standard one like APPL's admin group only . Its now accepting what i have created under PA define admin group and i assigned under define admn group also(PINCH)

A. Once you assign your administrator group under PINCH, please check whether u activated or not and also check your groupings.

Q.16) Dynamic Action

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Q. 19) Integrate SAP HR Admin to SAP SD module

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CAP GEMINI interview questions:

1.) How to make a wage type appear in the remuneration statement?

2.) How did u transfer legacy data in the mid of the financial year (US) to SAP system?
3.) what is the order of tranfering legacy data? (Is OM first, PA second like that. ... and what data u have imported in OM and what data in PA....)
4.) LSMW??
5.) What was your legacy system and how many digits were your personnel number are?
6.) What did u do with symbolic accounts while posting payroll data to Acconting?
7.) How to DEBUG a payroll run???(This seems to be a very important one please give me answer)

1.) How to make a wage type appear in the remuneration statement?

A)

2.) How did u transfer legacy data in the mid of the financial year (US)to SAP system?

A) For mid year Go live SAP Supports with only transactions of HR and others but nor Finance, u should have asked the question to him, or replied by giving the INLK Schemas is used for Mid year Go Live or even a program is there for mid year go live,in the help CD, find IT.

3.) what is the order of tranfering legacy data? (Is OM first, PA second like that. ... and what data u have imported in OM and what data in PA....)

A) Data transfer has to start from OM -- > PA (All emp related modules as benefits,rect, training, PD,COmpn mgmt and others) --- > TM _---> Payroll. This is different from client to client and No standard is fixed to data transfer.

4.) LSMW??

A) Legacy System Migration Workbench which is used for data transfer for any of the transactions which exist in SAP OR even which Customized by developers.

5.) What was your legacy system and how many digits were your personnel number are?

Legacy system u have to say the Details of Server names and numbers and

Project details with onsite and ofshore and follows. And personnel numbers are the size of he company (number of Employees) of client and depending on the requirement how many NUMKR Assignments u have done.

6.) What did u do with symbolic accounts while posting payroll data to Accounting?

Symbolic accounts are used for transferring employee payables , wages, and other payment related details for finance, as to allocate the payment to be taken into account for Company GL Accounts and others. Posting of all the wage types is done through Symbolic Accounts. v does not send wage types to finance symbolic accounts are indirect integration between HR and FI.

7.) How to DEBUG a payroll run???(This seems to be a very important one please give me answer)

DEBUG is done to check where and why the program is getting errors, processed or coming out of the program.

As u know this try with se38 give any program -- > press F8 and then F5.

u can see the debug screen where, why, what the program has been given break there.

SAP INDIA:

1) How to group employees for their allowances in payroll?
2)In OM, how to get the details for group of employees (ex.)group of Drivers in the organisation
3)How is Time managment and payroll is integrated?
4) what are the other modules integrated with OM?
5)In TM, if group of employees get 10 days of annual leave, what will be the time evaluation status?
6)Find the scenario and give the result : A,B,C are employees, where A,B will get basic,HRA,DA. C gets Basic and DA. How to group for the allowances?

Just concentrate on the projects you had completed , A good interviewers never ask for basic things , he like ask the projects you had in your hand and projects you had completed , so throughly check that before going to any interview and remember, Never say any module which u r not

completely familiar with and no confidence on that module. Just say place strong Modules that you knows the best suppose you only know about Payroll then say only you know is payroll , but u have to answer smartly on that.

1.What is end to end implementation?
2. What is full life cycle implementation?
3. What is ASAP methodology?
4. How many phases ASAP methodology contains?
5. What is your role in Project preparation?
6. What is Q & A data base document, why do we use,is it using now a days?
7. Why do we conduct work shops in sap projects?
8. What is the motto of conducting work shops?
9. What is As is document, did you involve in it?
10.How many days have taken to prepare As is document?
11. How many pages does As is document contain?
12.What is your role in BBP phase?
13.What is To be document?
14. Did you involve in to be document?
15.What is meant by to be document, why do we prepare it?
16.What is gap? who will find, who will develop it?
17. What is functional specs (specification)
18. Does functional specification contain flow diagrams?
19. What is BBP, who will prepare it?
20. What is your role in Realization phase?
21. What is land scape / system environment?
22. how many servers are there in your recent implementation
23. How many clients are there in Development server?
24. How many clients are there in quality and production server?
25.What is develop/customization/golden client?
26. What do you do in the above client?
27. What is testing client?
28. What is Unit testing, who will do this,in which client do we do unit tesing
29. Do we prepare test scripts?
30.Why do we give user training
31.why do we prepare user manual or end user manual
32.why do we prepare customization document
33.what does customization document contain
34.what is cut over strategy
35. what is cut over activities
36.what is lsmw
37.what phase do we upload master data into production server
38.What is go live

39.what is SLA
40.what is ticket
41. what is ticket priority
42. in which phase is your current project
43. who is your porject manager
44.who is your team leader
45.what is your team size
46.what is your company URL
47.what is the colour of tool which your are using
48.what is the go live date
49.how may documents did your prepare to deliver to client people
50.can you tell your client profile

Explain the uses of the simple maintenance interface?
Simple Maintenance is used when Staff assignments and reporting structure are to be changed. There are three main areas in Simple Maintenance. Each area contains particular maintenance functions, depending on whether you want to edit organizational structure, staff assignments or task profiles. For Organizational Management users, Simple Maintenance is best used to establish the basic framework in organizational plan development. For complete, detailed editing of individual organizational objects in your organizational plan (editing particular positions or organizational units, for example), we recommend that you switch to Info-type Maintenance. Simple maintenance uses a tree structure, which allows you to create a basic framework for organizational plans, using streamlined procedures. In this way, we can create an organizational and reporting structures step by step.

What is the use of INFOGROUPS?
The infotype group (commonly known as infogroup) guarantees that during the personnel action, all information needed for the business processes is stored. The infogroup is processed when you perform a personnel action. – An infogroup exists in the standard system for every personnel action type. – In Customizing for Personnel Administration, you can tailor the make-up of the various infogroups to the requirements of your company. – You can define infogroups as user-group dependent. Infogroups are used in Personnel Actions to define a set of sequencial infotypes that you would be using while performing an action. For example, when you hire, you would want to use IT0000,0001,0002,0006,0007,0008 etc in a sequence- in a particular order. So define an Infogroup for this purpose which contains all these infotypes, their order of execution and the user groups it is applicable for. Then you assign this infogroup to the action that you had defined.

What is PROCESSING CLASS, where we do them and why?

Wage type characteristic that determines how processing is conducted during the payroll run.

What is EVALUTION PATH, where do we do it and why?
A chain of relationships between objects in a hierarchical structure. for eg. O-S-P(Organization->Position->Person).

What is INTERNAL PAYROLL PROCESS?
Payroll process(program) is run at a specific point in time, not only to calculate an employee's basic remuneration but also any special payments, overtime payments or bonuses that must be effected for the period in question.

What is meant by payscale structure? How did you configure payscale structure? (I said I created various payroll areas and defaulted them using the feature ABKRS. Seemed he was expecting more than this from me.)
Pay Scale Structure means creation of Payroll area , Pay scale type,area, group and levels with EmpSub group grouping for PCR & CAP's.

How do you import payscale data from non SAP to SAP? (Somebody told me that there's a tool called LEGACY to transfer non SAP data to SAP. I said the same. Is it the same for payroll also? He wanted a clearer explanation of how I did it.
Yes you have to say from which transaction code you are transfeing data from Non SAP in to sap.

How to assign a person two different pers no.s and allocate him two different comp. codes and generate a single invoice? Suppose for a person I have to pers no.s A and B. I want to send him to one company in the morning and the other in the noon. How should I do this. (I only know one person can be given more than one position by giving percentage in OM. I said that this process is concurrent employment.)
No, even with Concurrent employment also it is not possible to assign two personnel numbers for one person. You can assign him to work wih two Personnel ID Numbers with the same number and make invoice.

What is meant by a schema? (I said I'm only aware that it is a set of rules which is copied and renamed, but never worked on that.)
No, you have to say him that schema is a set of instructions (Programs) madified as per requirements and its process is to collect the data as from all the defined instuctutions with sub schemas and PCR's. As I was not

authorised to work on them I know just the process of schemas only, (you should have said like this.)

How do you restrict the data to be entered in payroll area?
No, data is entered in a payroll area , but the employees are defined depending on their payscale structure. If you are restricting any data to be entered for pay strcs this is for indirectly for payroll area.

What is meant by authorization? Did you ever work on it?
Authorisations are the transactions given to the end users or the developers for only some areas to work, infotyopes, transaction codes, org units and others depending on the requirement of the client or the develping enterprise. Check this at PFCG tcode.

What is the difference between Indian and US Payroll. (I said each of them have their own ITs and the taxation differs.)
Yes it correct and even you have to say about the Benefits which are more important in US. In US unemployment tax will come. Garnishments will come, Residence taxation, Work tax and others, you have to say it in broad way then only they can know that you are working, or confident enough.

How do you differentiate Tax for different countries?
Taxation has so many use exits to be created which means it all happens only from the new versions which SAP Releases.

What is meant by slab? How is Indian slab and US slab? (He was talking about some %ages. I don't know what they are.)
Grouping of employees depending on their allowances and PERKS is nothing but Slab system and it also even comes for Professonal Tax.
What are Dynamic Actions? Give a few examples. What are the IT's you used in them. (I know only Birth of Child action, and the IT's used in it are Personal Data, Additional Payments)
Dynamic actions which are triggered by the system. They are result of some personnel action. If you make a change (personnel action) to the personnel data of an info type that then has an effect on the data of a second info type, the system automatically displays the info type. One of the main purpose of the dynamic action (of the system) is to have a consistent and coherent data. These actions are started automatically by the system, unlike the Personnel actions which you start by yourself. The best example is when you carry out an action lets say hiring, you need to populate a set of info types. Your initial entry of details in infotype 0000 is personnel action. When you do this system automatically displays next infotpes- which is result of dynamic action

What is Recruitment Cycle?
Its is the complete process of recruitment right from identifying the vacancies displaying the same, notifying them, inviting the applicants, screening the applicants, interviewing them, selecting them, and recruiting them and appointing them(giving an organizational position in the organization— all theses processes constitute the recruitment cycles

What is Qualification Deficiency? How will you come to know that a Person does not have certain skills/qualificatio ns? (This was posed after I said that I worked on Training and Events also).
Generally the required qualifications are stored in Required Qualifications (Infotype 5129). So any deficient qualifications can be viewed in this infotype.

What is IT 41 used for? How do I default IT 41?
Date Specifications (Info type 0041). The following information is recorded in the Date Specifications info type (0041). The Date type specifies the type of information. A concrete Date type (specified by the user) is used in a series of reports, for example to evaluate an entry date that cannot be derived from the organizational assignment history but which is stored in the Date Specifications info type(0041). This info type can be used in payroll as well as for the leave program. The standard system contains twelve combinations of Date type and Date. If you require more than twelve date specifications for an employee at the same time, you can use time constraint 3.

Suppose the client wants me the vacancy to be displayed on a website as well as ESS. How should I do it? (I only know ESS means Employee Self Service, please explain about ESS also).
Employee Self-Serviceenables employees to create, display, and change their own HR-related data in the Enterprise Portal generally related to. Benefits and Payments,, Working Time, Career and Job, Employee Search, Personal Data, Travel Management, Corporate Information and Life and Work Events. So the kind of data the employees can edit, change or delete depending upon the authorizations the employees (users and roles) have. The authorization to have access to the vacancies by employees is given, generally the vacancies will be displayed for all the employees i.e all the employees will have authorizations.

What is internal recruitment ?
Internal recruitment is search for internal applicants. when you integrate with personal development, you can use profile match up which help to search for resources internally.

Also In recruitment it is represented by 'P' as Person and 'AP" as external person.

What are problems generally faced while posting result to FICO ?
Normally mismatching of amount get posted.

What is controlling area, what does it do, and how were is it assigned ?
Controlling area is under of FI person which helps to set for costing purposes also based on thses fiscal variant is set.

What is the purpose of creating symbolic a/c, what is transaction code for same ? Can we assign one symbolic a/c to multiple wage types ?
It depends upon your payrol requirement to create salary head like expense account etc.

What is REPORT VARIANT FOR OFF CYCLE ACTIVITIES, what do we do in this step ?
Variant is to save all input field parameters. once you saved as a variant , you can use the same for future purposes.

If we have to create multiple positions, what method OR tool we can use to avoid errors due to creating them manually.
You can create muliple position by LSMW or batch programs for the Tcode PP01 or PPOCE

What do is LANDSCAPE in SAP Project, I think its related to no. of servers used, Pls correct me if I am wrong, Or what it is ?
It is related to Basis

What is the role of a administrator in PA ?
To restrict access to Personnel administration based on PA/PSA.
Administrator: we come across for Personnel admininstration, Time management, and Payroll in sap .
Each admiinistrator is reponsible for each individual activity. You can get the name of the administrator in the pay slip so the employee for any clarification he can meet the responsible administrator (accessed through payslip)
This administrtor (is created in PA of PM) is responsible for recruitment.

What is golive actually ? What is the role of a functional consultant in it ?
Go live is transfering of data from Development server to Production server.

Development —–> Quality server
In Quality you need to Unit, Integration testing, Once it is OK in Qulaity server,
  Then you need
  Development —-> Production

How to group employees for their allowances in payroll?
Go to basic salary of india in Payroll india and group the employee first depending on the allowances to be paid and this is
applied for even differantiating the employees into groups depending on their pay structures.

In OM, how to get the details for group of employees (ex.) group of Drivers in the organisation?
Drivers can be identified depending on their position at which they are working and you can have a different job codes for them who do you want to look into.

How is Time managment and payroll is integrated?
TM MGMT and Payroll are integrated in ways are time data is collected from the info type 0007 and these hours are taken in basic as Number of hours worked or utilizwed, and even with time evaluation and last with schemas integration.
X000 schema carries xt00 and these data can be transfered between other modlues.

What are the other modules integrated with OM?
OM contains all the modules to be integrated, depending client requirement it is done. As OM-PA, OM -RECT, OM-BENEFITS, OM-TRAINING & EVENT MGMT, OM – PD AND OTHERS.
CHECK THIS BY GOING TO IMG –> CTRL F AND GIVE INTEGRATION WITH OM)
CHECK ALL OF THEM , GO FOR PROGRAM
RHINTE00 PHINTE10 , PRHINTE20 , PHINTE30 AND 40 ALSO.

In TM, if group of employees get 10 days of annual leave, what will be the time evaluation status?
TIME evaluation shows the exact details maintained over to the employee through his 2006 and 2001. if they are all allowed to take leave it shows leave as paid or unpaid depending on the configuration done by the consultant for these situation. in
processing time data in payroll or even Time evaluation (Valuation of absences) also.

Find the scenario and give the result : A,B,C are employees, where A,B will get basic,HRA,DA. C gets Basic and DA. How to group for the allowances?.

Allowances are paid depending on his gradation and even wages are also paid on this criteria, if AB are paid bas, hra and DA then take three wage types ans assign to the ES Grouping and don't give HRA wage type to C. Check basic salary of inda and ALlowances in indian payroll thorougly, bcos first of all v have to undestand this first and
then you have to decide the emp sub groupings.

Implementation of SAP HCM Processes

Efficiency and flexibility with a new HR solution

SAP Human Capital Management

Project Highlights

***** was selected by this leading Italian financial services company because of its understanding of the Human Resources area, its deep experience with the technology, and its reputation as a partner which was flexible and highly responsive to the dynamic needs of complex projects.

The project required:

- Realization of a solution to cover the entire cycle of Human Resources Management (recruitment, employee administration, time management, contracts, benefits, etc …)
- HR Master Data standardization and consolidation into a unique database:
  - Improved support to decision making
  - Streamlined operations
  - Historical data management
- Decentralization of "basic" tasks through self-service functionalities for employees and managers, resulting in a reduction of effort and costs for HR offices (about 7.000 employees)
- Introduction of a new system flexibility in HR enabling rapid adjustments, mainly for regulatory compliance
- Digitalization of documents used in HR processes with "HCM processes & forms"

Solution

***** developed a comprehensive HR solution that dealt with more than 90 HCM processes in scope for the HR owners and a self service scenario for employees.

The SAP Portal was completely integrated with Master data and life cycle HCM data for both ESS and MSS/HRA scenarios. About 30 resources were involved in this highly complex project.

The implementation is composed of:

- HR Master Data
- Organizational Management (Company structure & Org. Planning)
- Time Management (Time Evaluation, Personnel Calculation)
- ESS & MSS (self service functionalities)
- HRA (HR administrator)
- Portal Integration (SAP PI) to legacy systems
- ADS (Adobe Document Services)
- HCM P&F (HCM processes and forms with digital signature (personalization)
- Integration of HCM P&F with SAP workflow
- DPF (Digital Personal File, archiving ok HCM P&F)
- Management of user interactive forms with digital signature (personalization) & archiving

  The ESS Scenario allowed for the employee to interact directly with the system without requesting effort or control by the HRA or MSS. The most frequently used ESS processes of this implementation were:

- Absences/attendance
- Time events
- leave requests

  The MSS Scenario permitted the manager to view and control the time data of any employees of interest, including absences and attendance in a real -time integration setting and directly from the UWL (Universal Work List).

  The HRA Scenario allowed the HR administrator to work on the system without back-end knowledge. Examples of HR processes implemented include:

- Hiring (three way scenario with multiple approval steps)
- Termination (with 10 different types of approval steps)
- Promotion (including high-level employees)

  Reporting Tools included the development of an ad-hoc query tool for HRA.